MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CITY OF BALTIMORE

AND THE

MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.

FISCAL YEARS 2011-2012

MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.

TABLE OF CONTENTS

ARTICLE 1: RECOGNITION	1
ARTICLE 2: TERMS OF AGREEMENT	1
ARTICLE 3: CHECKOFF	
ARTICLE 4: NON-DISCRIMINATION	
ARTICLE 5: RATES OF PAY	
ARTICLE 6: EXECUTIVE PAY PLAN	3
ARTICLE 7: HEALTH AND WELFARE BENEFITS	
ARTICLE 8: TUITION REIMBURSEMENT	
ARTICLE 9: TRAVEL	
ARTICLE 10: HAZARDOUS DUTY PAY	
ARTICLE 11: MEAL ALLOWANCE	11
ARTICLE 12: HOLIDAYS	12
ARTICLE 13: LEAVES	12
ARTICLE 14: PROFESSIONAL DEVELOPMENT AND TRAINING	15
ARTICLE 15: ADMINISTRATIVE MANUAL POLICIES	15
ARTICLE 16: OUT-OF-TITLE WORK	16
ARTICLE 17: BENEFITS PRESERVED	16
ARTICLE 18: DURATION AND TERMINATION	
ADDENDUM A: SALARY SCHEDULE FY 2011	
ADDENDUM B: LABOR MANAGEMENT COMMITTEE	
ADDENDUM C: QUARTERLY MEETINGS	23
ADDENDUM D:FURLOUGH AND TEMPORARY SALARY REDUCTION PLAN	24

THE MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INCORPORATED

FISCAL YEARS 2011-2012

Pursuant to the provisions of Section 137 of the Municipal Employee Relations Ordinance, this

Memorandum of Understanding ("Agreement") is entered into this 1st day of July, 2010 between the

Mayor and City Council of Baltimore (Employer) and the Managerial and Professional Society of

Baltimore, Inc. (MAPS). To the extent that implementation of these points requires action by the Board

of Estimates and/or the City Council, this Memorandum will serve as a request and recommendation to

such bodies that it be so implemented.

ARTICLE 1: RECOGNITION

The Employer recognizes MAPS as the representative of professional and supervisory employees, which

is certified pursuant to the Municipal Employees Relations Ordinance to meet and confer concerning

wages, hours, and working conditions.

Upon request, and on a bi-annual basis, the Employer agrees to furnish MAPS a printout of employees

covered by this unit including titles and rates of pay.

ARTICLE 2: TERMS OF AGREEMENT

This Agreement shall cover the period from July 1, 2010, to June 30, 2012.

ARTICLE 3: CHECKOFF

A. The Employer agrees to deduct MAPS membership dues from the pay of any employee who is

certified to be represented and who has authorized in writing such deduction. The Employer shall

promptly transmit all such monies withheld to MAPS each payroll period. Such written authorizations

shall continue in effect unless the employee is no longer represented by MAPS or revokes the

MAPS 2011-2012

1

authorization in writing.

B. The Employer shall provide MAPS with a printout of its dues-paying membership on a monthly basis, without charge to MAPS. The Employer shall also provide MAPS on a quarterly basis with a printout of all employees who are represented by MAPS, including classification, work location, and dues deduction status.

C. MAPS shall indemnify and hold the Employer harmless from any and all claims, grievances, actions, suits, or other forms of liability or damages that arise out of or by reason of any action taken by the Employer for the purpose of complying with the provision of this Article. MAPS assumes full responsibility for the disposition of funds deducted pursuant to this Article as soon as they have been remitted to MAPS by the Employer.

ARTICLE 4: NON-DISCRIMINATION

All provisions of this Agreement shall be applied equally to all employees (in the bargaining unit) for whom MAPS is the recognized representative without discrimination as to age, gender marital status, race, color, creed, national origin, political affiliation, disability, religion or sexual orientation.

The Employer and MAPS agree that they shall not interfere with employees in the exercise of the rights guaranteed under the Municipal Employee Relations Ordinance (MERO). The Employer shall not discriminate against an employee in any manner because of membership in or activities on behalf of MAPS.

ARTICLE 5: RATES OF PAY

A. FY 2011

Effective July 1, 2010, employees represented by MAPS in the 100, 600 and 900 series shall continue to receive the wages that were in effect for FY 2010.

B. The Employer and MAPS agree to reopen the Agreement and meet and confer for wages only for FY 2012 beginning after January 1, 2011.

ARTICLE 6: EXECUTIVE PAY PLAN

A. The Executive Pay Plan (EPP) is a procedure for providing pay increases to employees receiving benefits of MAPS. The plan provides two separate sets of criteria by which MAPS employees may obtain these increases.

B. The first set of criteria is based on <u>performance</u> that exceeds the standards for satisfactory work performance and that results in work of a consistently high quality. Requirements for a performance-based Merit Level increase are as follows:

1. Service time requirements:

Eligibility For	Service Requirement
Merit Level 1	1 year at Experienced Level or Flat Grade
Merit Level 2	1 year at Merit Level 1
Merit Level 3	2 years at Merit Level 2
Merit Level 4	2 years at Merit Level 3
Merit Level 5	3 years at Merit Level 4
Merit Level 6	3 years at Merit Level 5

- 2. A nomination by the Department or Agency Head by completing and submitting a Merit Increase Recommendation Form, signed personally by the Department or Agency Head.
- 3. Approval by the Executive Pay Plan Committee. The members of the Executive Pay Plan MAPS 2011-2012

- Committee are the President and Vice President of MAPS, the Labor Commissioner, the Director of Human Resources and the Director of Finance.
- 4. The eligibility date for a performance-based Merit Level increase is the one, two, or three-year anniversary of movement to the current Level as specified in Section #1 above. If an employee is not nominated for that date, the eligibility date becomes the next anniversary of movement to the current level.
- 5. When an employee's promotion date changes, the eligibility date for a Merit Level increase also changes.
- 6. To be considered, nominations must be received in the Department of Human Resources between sixty (60) days prior to the eligibility date and no later than thirty (30) days after the eligibility date, based on the anniversary of movement to the current level.
- C. The second set of criteria is based on <u>longevity</u> as reflected in years of continuous City service. In addition, the agency must certify that the employee meets at least a satisfactory level of performance. Requirements for a longevity-based Merit Level increase are as follows:

1 Service time requirements:

Eligibility For	Service Requirement	Longevity Requirement
Merit Level 1	1 year at Experienced	10 years of continuous City service
	Level or Flat Grade	
Merit Level 2	1 year at Merit Level 1	15 years of continuous City service
Merit Level 3	2 years at Merit Level 2	20 years of continuous City service
Merit Level 4	2 years at Merit Level 3	25 years of continuous City service
Merit Level 5	3 years at Merit Level 4	
Merit Level 6	3 years at Merit Level 5	

2. Movement to Merit Levels 5 and 6 also requires nomination by the Department or Agency Head by completing and submitting a Merit Increase Recommendation Form, signed personally by the Department or Agency Head.

- 3. The eligibility date for a longevity-based Merit Level increase is the date at which both criteria (service at current level and years of continuous City service) are met.
- 4. The 90-day eligibility period for a Merit Level increase based on performance (Section B above) does not apply to a Merit Level increase based on longevity.
- D. All Merit Level increases described in B and C above may occur only:
- 1. If the employee satisfies the appropriate time in the current Level and, for longevity-based level movements, total continuous service requirements.
- 2. If the employee is not already at the respective Merit Level to which movement is sought.

ARTICLE 7: HEALTH AND WELFARE BENEFITS

- Health insurance costs shall be shared on the basis of the Employer assuming 80% of the total A. cost of coverage and the employee assuming 20% of the total cost for employees enrolled in the CareFirst Blue Cross/Blue Shield Preferred Provider Network (PPN), UnitedHealthcare Point-of-Service (POS) plans or any other substantially similar plan. Health insurance costs shall be shared on the basis of the Employer assuming 90% of the total cost of coverage and the employee assuming 10% of the total cost for employees enrolled in Health Maintenance Organizations (HMO's). Eligible unmarried dependents shall be covered by Baltimore City's healthcare plans until the end of the calendar year dependents reach age 25.
- The Employer shall remit an annual payment of \$650 (to be paid bi-weekly) to each employee B. who, certifies coverage under an alternative health insurance plan, elects not to take coverage under a City Health Care Plan. If, after waiving coverage under any City Health Care Plan, the employee loses coverage due to death of a spouse or other person who is a source of coverage, divorce, loss of employment, or deletion of benefits (or such qualifying event as determined by the Employee Benefits 5

Division), the employee may enroll in a City Health Care Plan and consequently relinquish the waiver payment. The employee must notify the City's Employee Benefits Division within 60 days after a qualifying event occurs in order to enroll in a City Health Care Plan. The Employer shall apportion the payment should an employee either enter or leave a City Health Care Plan within a calendar year.

C. Employees covered by CareFirst Blue Cross/Blue Shield Preferred Provider Network (PPN) are eligible for the following health and welfare benefits:

- 1. Major Medical 100% after \$250 deductible, up to \$30,000 limit. 50/50 co-pay for covered expenses in excess of \$30,000 up to a maximum of \$225,000.
- 2 Effective January 1, 2011, co-payments for office visits are as follows:

a)	Physician's office visits	\$20.00 per visit
b)	Specialist office visits	\$25.00 per visit
c)	Routine OB/GYN Exams (one per year) 100% of allowed benefit	\$5.00 per visit
d)	Well Child Care through age 6 including immunizations and vaccines	\$5.00 per office visit
e)	Routine physical exam (one every three years)	\$5.00 per office visit
f)	One annual physical ages 7-12	\$75.00 maximum
g)	Physical, Speech or Occupational Therapy (outpatient Pre-authorization required after 10 th visit up to 100 visits)	\$25.00 per visit for consultation 100% allowed benefit
h)	Pre-and post natal care	100% allowed benefit
i)	In-vitro fertilization	\$12,000 lifetime cap
j)	Diabetic medical supplies	100% of allowed benefit
k)	Diagnostic test, x-rays laboratory	100% of allowed benefit

- m) Program for Extended Care facilities and Chronic Hospitalization
- n) Alcohol and Substance Abuse Care Benefits provided through Value Options.
- o) Hospice Care
 - 1) Non-Hospital Care -100% with \$20,000 lifetime maximum
 - 2) In Hospital Care 100% with \$20,000 lifetime maximum
- The following cost-containment provisions shall remain in effect for the duration of this
 Agreement.
- 1. A \$50 fee for Emergency room visits. The fee is waived if admitted to hospital.
- 2. Pre-admission testing
 - a) 100% reimbursement for pre-operative laboratory tests and x-ray examinations only if performed on an outpatient basis (unless medically necessary)
 - b) 50% for same if performed on an in-patient basis
- 3. Ambulatory and Diagnostic Procedures (non-emergencies) 100% reimbursement when certain enumerated procedures performed on an outpatient (Physician's office ambulatory surgical center, outpatient department of a hospital) basis
- 4. Hospital Admissions/Discharge
 - a) No Friday, Saturday or Sunday admissions, except
 - Emergency situations;
 - Surgical procedures are scheduled over the weekend; or
 - Permissible when testing or surgical procedures scheduled.
 - b) Discharge from hospital within 24 hours of Doctor's release
- 5. Refer to Health Insurance Open Enrollment Booklet for further information.

E. An employee shall be entitled to a Hospital Bill Audit Gainsharing payment of 33 1/3% of an overpayment (or other billing error resulting in an overpayment of the health care provider), up to a maximum of \$500 to the employee for each incident. In order to qualify for the gainsharing payment, the employee must; (a) identify that an overpayment of more than \$250 (in the aggregate) in a hospital bill that is presented to an employee or his or her dependent and (b) notify the City's Employee Benefits Division of the error within 30 days of receipt of an Explanation Benefits from the Health Plan. Payment shall be due and made only if the error is verified and the amount overpaid actually is recovered to the City's benefit.

F. Urgent Care (all plans) \$10.00 per visit

G. HMO/POS Office Visits \$5.00 per visit

H. Optical Plan benefits in effect on June 30, 2000, shall continue for the term of this Agreement, and shall apply to current and future MAPS retirees. It is understood the optical plan benefits for retirees are subject to the terms of the benefit plan and any modifications shall be in accordance with City laws or policy.

I. Prescription Plan

Effective January 1, 2004, the National Preferred Formulary System with a 3-tiered co-payment system shall continue as follows: \$15.00-co-payment generic drugs. \$30.00 co-payment preferred brand drugs, \$40.00 co-payment for non-preferred brand drugs for a 30 day prescription. Prescriptions filled by mail order shall be \$20.00, \$40.00 and \$60.00 respectively for a 90-day supply. Effective January 1, 2011, there shall be a monthly premium to participate in the City's prescription drug program with the Employer assuming 90% and the employee assuming 10% of the total cost. Effective January 1, 2011, in order to participate in the Employer's prescription drug program the employee must be enrolled in a City medical insurance plan

J. Life Insurance.

1. A Basic Life benefit in an amount equal to \$100,000 or an amount equal to two and one-half times the employee's annual base salary, whichever is less, will be paid in accordance with regulations

promulgated by Employer.

MAPS 2011-2012

2. The death benefit may be paid in advance to employees who are catastrophically ill. This is called an Accelerated Benefit. An employee who is catastrophically ill is characterized by all of the following: (1) the employee is totally disabled and therefore cannot work for the City or any other employer in an active or limited capacity, (2) the employee's medical prognosis shall state that the disabling illness which arose either suddenly or gradually is likely to cause the death of the affected employee within a twenty-four (24) month period, (3) the affected employee must apply for an ordinary disability retirement allowance or a service retirement allowance, if applicable, to be eligible for the catastrophic illness payment. The claim must be filed within six (6) months after the claimant has become incapacitated or disabled and is unable to return to work.

The Department of Human Resources and the Employer's contracted life insurance carrier shall be charged with administering the catastrophic illness benefit and determining the eligibility of the claimant for said benefit. Upon request, the employee shall furnish the Department of Human Resources with any and all data and documentation pertaining to each claim. The Department of Human Resources may order examination of the claimant by a physician of its choice. No benefits may be paid for injuries or disabilities for which compensation was paid under (1) Workers' Compensation laws or (2) accidental disability provisions of the Employees' Retirement System.

If the claimant's death occurs before the City has made a final determination that the illness is catastrophic, but the catastrophic illness benefit has not been paid, the payment shall be made to the named beneficiary.

3. If the employee's death is directly caused by an accident, his/her beneficiary will receive an Accidental Death and Dismemberment (AD&D) benefit in addition to the basic life insurance benefit. The amount of the basic AD&D benefit is equal to basic life insurance benefit. If the accident does not cause the employee's death, but does cause a severe injury such as loss of limb, the employee will

9

receive a partial benefit from the AD&D plan.

- 4. The death benefit described above shall be converted upon retirement to an \$8,500 death benefit, with double that amount in the event of an accidental death, payable to the designated beneficiary or estate. It is understood that death benefits for retirees are subject to the terms of the benefit plan and any modifications shall be in accordance with City laws or policy.
- K. The City shall reimburse employees either \$250.00 or the employee's actual cost, whichever is less, once per fiscal year. Reimbursement is available for the following:
 - * Physical examination;
 - * Physical fitness/wellness programs may include weight control, yoga, pilates; karate, tai chi, smoking cessation and stress management classes (as approved by the Employee Benefits Division, Department of Human Resources);
 - * Vision not covered by his/her optical plan;
 - * Dental care expenses not covered by his/her dental plan, or
 - * Holistic/natural medical treatments.

There is no annual cumulative affect. An employee may request and be reimbursed for only one of the benefits. Requests must be made within 60 days of the enrollment, payment, examination or treatment date.

ARTICLE 8: TUITION REIMBURSEMENT

The Employer shall maintain a tuition reimbursement program administered by the Department of Human Resources. Within budgetary constraints and upon approval by the Department of Human Resources, employees shall be granted benefits under this Article and shall be reimbursed, providing the employee meets all qualifications as listed in the Administrative Manual, for up to 50% of the tuition cost of a maximum of 10 credits per semester, consisting of not more than 4 courses for taking a job-related course or in a degree program that benefits City services. Affected employees shall be further

reimbursed for laboratory and administrative fees, not to exceed \$25 per semester.

ARTICLE 9: TRAVEL

The travel allowance rate shall be the business standard mileage rate prescribed by the Internal Revenue Service (IRS).

ARTICLE 10: HAZARDOUS DUTY PAY

Employees represented by MAPS who are directly exposed to the same, immediate hazardous environmental conditions as other non-MAPS employees, who currently receive hazardous duty pay because of actual supervision of a program or the requirement of working in the actual conditions, are eligible for the current established additional premium rate for all hours such as other employees who are working in such conditions.

ARTICLE 11: MEAL ALLOWANCE

Meal allowances outlined under AM 205-16 will be paid whenever 3 or more overtime hours are worked. Expenses must be reasonable and accompanied by receipts.

ARTICLE 12: HOLIDAYS

A. Leave with pay shall be granted for the following days, referred to herein as holidays:

January 1 New Year's Day

Third Monday in January Martin Luther King's Birthday

Third Monday in February
Friday before Easter
Cast Monday in May
July 4

President's Day
Good Friday
Memorial Day
Independence Day

First Monday in September
Second Monday in October
November 11
Columbus Day
Veterans Day
Thanksgiving Day

December 25 Christmas Day

Presidential and Congressional General Election Days (even years only)

B. Police Department Employees

Effective in 2007 and ever year after, Lincoln's Birthday, Maryland Day, and Defender's Day shall be considered floating holidays and may be used as personal leave at any time during the calendar year. Requests for such leave must be submitted at least three work days in advance. In bona fide emergency situations, the three-day notification requirements may be waived. If these three days are not used by December 31st they cannot be accumulated nor carried over into the next year. Should the employees leave during the year and the three floating holidays have not been used, those three days will not be included in the final compensation cash out of unused leave, unless the employee is in pay status on the date of the holiday identified above would have occurred.

ARTICLE 13: LEAVES

- A. Employees shall be allowed to accumulate vacation leave up to a maximum number of days earnable for an 8-year period as determined by their current rate of accrual.
- B. Employees shall earn 3 personal leave days at the rate of ¼ day for each month of completed service. An employee may accumulate up to 32 days of personal leave. However, employees of the Baltimore City Police Department or any other agency that celebrates Maryland Day, Defender's Day and Veteran's Day do not earn 3 personal leave days per year.
- C. Any vacation and personal leave earned in excess of the perspective maximum accumulations will be credited to a separate accumulation and converted upon termination from City employment in the same manner and according to the same rules as sick leave.
- D. Upon separation, employees shall be paid in full for any accumulated vacation and personal leave.

- E. In addition to their accrued vacation and personal leave, employees who are pensioned or who elect to terminate their service without pension and have completed at least 20 years of service, regardless of age, shall be entitled to a bonus of l day's pay for each 3 days of unused sick leave at the time of their retirement and/or termination from City service.
- F. Four (4) consecutive working days' leave with pay shall be granted upon request in the event of a death in an employee's immediate family. Immediate family shall be considered a father, mother, sister, brother, spouse, registered domestic partner, child, mother-in-law, father-in-law, grandparent, step, and half-blood relatives. The four (4) days shall commence at the option of the employee on the date of death or the day following the day of death or in conjunction with a memorial or funeral service.

One (1) days' leave with pay will be authorized for the death of the employee's grandchild, aunt and uncle. This one (1) day of leave with pay must be taken within four (4) calendar days of the date of death or in conjunction with a memorial or funeral service.

In the event that the deceased grandchild, aunt or uncle lived in the same household as the employee making the request, the deceased grandchild, aunt or uncle shall be considered to have been a member of the immediate family. The employee is therefore entitled to four (4) days of bereavement leave.

Up to four (4) days of accumulated vacation, personal leave or compensatory time shall be granted upon request in the event of a death of a non-relative residing in the same household as the employee.

Employees who require additional time off beyond these four (4) days may request and shall be granted additional reasonable time off charged to vacation or personal leave or compensatory time.

G. Sick Leave for Medical/Dental Appointments

Employees should make every effort to schedule medical or dental appointments during non-work hours. When is it not possible, accrued sick leave may be used for medical or dental appointments. If scheduled 3 days in advance, the use of sick leave for medical or dental appointments will not be considered an occasion under the Attendance Standards Program.

H. Job Injury Leave

When an employee sustains an occupational (on-the-job) injury in the actual performance of duty and is unable to work, except for an employee of the Baltimore City Fire Department the provisions of the Workers' Compensation Law of Maryland shall be followed.

MAPS employees will be allowed 60 workdays of job injury leave (A-time) that may be used anytime up to one year after the date of injury.

After the 60 days are utilized and for a maximum consecutive six-month period, MAPS employees who are still unable to work may charge the difference between their actual salary and the fixed "compensation amount" to one-half days of sick leave then to any other type of leave (to the extent available) for each full day of leave taken.

I. Up to five (5) days of accumulated sick leave may be used by MAPS members in the case of illness in the member's immediate family. Employees of the Police Department hired before July 1, 1973 and who do not accrue sick leave are eligible for this benefit. For purposes of this provision, immediate family shall mean child including biological, adopted, foster, step child or legal ward, or other child for whom the employee has day to day responsibilities for care and legal support who is under the age of eighteen or older if the child has a mental or physical disability, spouse domestic

ARTICLE 14: PROFESSIONAL DEVELOPMENT AND TRAINING

Consistent with the needs of the government, managers may grant permission leave days and provide funding if approved by the Agency Head, if the education or experience obtained from the training will be of value to the City and the employee(s).

ARTICLE 15: ADMINISTRATIVE MANUAL POLICIES

The following policies and/or practices are established by the Administrative Manual which are incorporated by reference, Ordinance of the City of Baltimore, or the Maryland Code of Laws. They are provided for information only, and are subject to modification to remain consistent with applicable policy or law. Copies can be found on the City's Intranet or requested from the agency Human Resources office.

Prior to changing any policy, the Employer agrees to meet and confer with MAPS. The Employer agrees to include the following Administrative Manual policies in the Memorandum of Understanding.

Grievances	210-1
Inclement Weather	204-22
Vacation	
General Policy	204-2
Payment at Termination	205-7
Sick Leave	
General Policy	204-14
Conversion	205-12
Extended	204-15
Sick Leave Donation Prog.	203-3
Personal Leave	
General Policy	204-4
Payment at Termination	205-7
Compensatory Leave	202-1
MAPS 2011-2012	V — -

Death Leave	204-8
Civil Defense Leave	204-7
Jury Service Leave	204-5
Health Incentive Reim. Prg.	204-25
Leave of Absence Without Pay	208-1
Domestic Partner Benefits	204-29
Family and Medical Leave	203-2
Meal Allowance	205-16
Overtime	205-2
Out-of-Title Work	214-1

ARTICLE 16: OUT-OF-TITLE WORK

Whenever an employee is assigned to perform the duties and responsibilities of a higher classification for a period in excess of ten (10) consecutive working-days, he shall be paid the higher rate for such services commencing on the eleventh working-day, in accordance with the rules and regulations as set forth in the Administrative Manual. No employee shall be required to perform or shall receive compensation for out-of-title work for more than one hundred and twenty (120) days in a fiscal year.

ARTICLE 17: BENEFITS PRESERVED

All benefits previously in effect will continue to be implemented during the life of this Agreement.

ARTICLE 18: DURATION AND TERMINATION

This Agreement shall become effective on July 1, 2010, and remain in full force and effect until June 30, 2012, unless otherwise stated herein. It shall automatically be renewed from year to year thereafter unless either party shall give the other party written notice of a desire to terminate, modify or amend the Agreement. Such written notice must be provided at least ninety (90) days prior to the expiration date of the Agreement.

Signed on thisday of June, 2010 in Baltin	more, Maryland.
FOR THE MAYOR AND CITY COUNCIL OF BALTIMORE:	FOR THE MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.:
Deborah F. Moore-Carter	Anthony G. Polsinelli
Kimberly C. Washington	Angelo G. Hernandez
Larissa A. Parrish	Pamela K. Shaw
S. Yvonne Moore	Robert Moczulski
APPROVED AS TO LEGAL FORM AND SUFFICIENCY:	NOTED BY THE BOARD OF ESTIMATES:
Gary Gilkey, Special Solicitor	
	Clerk Date

City of Baltimore ADDENDUM A

Salary Schedule

Effective 07/01/2010

Managerial And Professional Society

Grade	Hiring	Full	Experience	e Merit	Merit	Merit	Merit	Merit	Merit
	level	Performance-	level	1	2	3	4	5	6
110	40,000	41,700	48,900	50,100	51,400	52,700	54,000	55,400	56,800
111	41,700	44,300	52,200	53,500	54,800	56,200	57,600	59,000	60,500
112	44,300	46,700	54,000	55,300	56,700	58,100	59,600	61,100	62,600
113	46,700	48,600	56,500	57,900	59,300	60,800	62,300	63,900	65,500
114	48,600	51,000	59,100	60,600	62,100	63,700	65,300	66,900	68,600
115	51,000	53,900	62,200	63,800	65,400	67,000	68,700	70,400	72,200
116	53,900	56,000	65,600	67,200	68,900	70,600	72,400	74,200	76,000
117	56,000	58,800	68,500	70,200	72,000	73,800	75,600	77,500	79,400
118	58,800	61,900	72,300	74,100	76,000	77,900	79,800	81,800	83,800
119	61,900	64,800	75,500	77,400	79,300	81,300	83,300	85,400	87,500
120	64,800	68,500	78,500	80,500	82,500	84,600	86,700	88,900	91,100
121	68,500	71,200	82,500	84,600	86,700	88,900	91,100	93,400	95,700
122	71,200	74,500	86,900	89,000	91,200	93,500	95,800	98,200	100,700
123	74,500	77,500	90,600	92,900	95,200	97,600	100,000	102,500	105,100
124	77,500	82,300	95,700	98,100	100,600	103,100	105,700	108,200	111,000

City of Baltimore

Salary Schedule

Effective 07/01/2010

Managerial And Professional Society - Flat Grade

Grade	Flat	Merit	Merit	Merit	Merit	Merit	Merit
	Salary	1	2	3	4	5	6
616	40,600	41,600	42,600	43,700	44,800	45,900	47,000
617	41,400	42,400	43,500	44,600	45,700	46,800	47,800
618	42,200	43,300	44,400	45,500	46,600	47,800	49,000
619	43,000	44,100	45,200	46,300	47,500	48,700	49,900
620	44,500	45,600	46,700	47,900	49,100	50,300	51,600
621	46,000	47,200	48,400	49,600	50,800	52,100	53,400
622	47,000	48,200	49,400	50,600	51,900	53,200	54,500
623	48,300	49,500	50,700	52,000	53,300	54,600	56,000
624	49,600	50,800	52,100	53,400	54,700	56,100	57,500
625	50,800	52,100	53,400	54,700	56,100	57,500	58,900
626	52,400	53,700	55,000	56,400	57,800	59,200	60,700
627	53,900	55,200	56,600	58,000	59,500	61,000	62,500
628	55,200	56,600	58,000	59,500	61,000	62,500	64,100
629	56,500	57,900	59,300	60,800	62,300	63,900	65,500
630	58,000	59,500	61,000	62,500	64,100	65,700	67,300
604	F0 000	C4 400	CO 000	C4 F00	00.400	67.000	CO 500
631	59,900	61,400	62,900	64,500	66,100	67,800	69,500
632	61,200	62,700	64,300	65,900	67,500	69,200	70,900
633	62,400	64,000	65,600	67,200	68,900	70,600	72,400
634	64,300	65,900	67,500	69,200	70,900	72,700	74,500
635	65,600	67,200	68,900	70,600	72,400	74,200	76,100
636	67,000	68,700	70,400	72,200	74,000	75,900	77,800
637	68,900	70,600	70,400 72,400	74,200	74,000 76,100	78,000	80,000
638	70,100	70,000	73,700	75,500	77,400	79,300	81,300
639	70,100	71,900	75,700 75,000	76,900	77,400 78,800	80,800	
640	71, 4 00 72,800	73,200 74,600	76,500	78,400	80,400	82,400	82,800 84,500
040	72,000	74,000	70,300	70,400	00,400	02,400	04,300
641	74,400	76,300	78,200	80,200	82,200	84,300	86,400
642	75,900	77,800	79,700	81,700	83,700	85,800	87,900
643	76,800	78,700	80,700	82,700	84,800	86,900	89,100
644	77,900	79,800	81,800	83,800	85,900	88,000	90,200
645	79,400	81,400	83,400	85,500	87,600	89,800	92,000
0-10	70,400	01,400	00,400	00,000	01,000	00,000	02,000
646	80,600	82,600	84,700	86,800	89,000	91,200	93,500
647	82,400	84,500	86,600	88,800	91,000	93,300	95,600
648	83,700	85,800	87,900	90,100	92,300	94,600	97,000
649	85,100	87,200	89,400	91,600	93,800	96,200	98,600
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MAPS 2011-2012

650	87,000	89,200	91,400	93,700	96,000	98,400	100,900
651	88,200	90,400	92,700	90,500	97,400	99,800	102,300
652	89,700	91,900	94,200	96,600	99,000	101,500	104,000
653	90,800	93,000	95,300	97,700	100,100	102,600	105,200
654	92,000	94,300	96,700	99,100	101,600	104,100	106,700
655	94,200	96,600	99,000	101,500	104,000	106,600	109,300
	•	•	•	•	ŕ	·	•
656	95,700	98,100	100,600	103,000	105,600	108,200	110,900
657	97,800	100,200	102,700	105,300	107,900	110,600	113,400
658	99,600	102,100	104,700	107,300	110,000	112,800	115,600
659	101,500	104,000	106,600	109,300	112,000	114,800	117,700
660	103,300	105,900	108,500	111,200	114,000	116,900	119,800
661	105,900	108,500	111,200	114,000	116,900	119,800	122,800
662	107,800	110,500	113,300	116,100	119,000	122,000	125,100
663	109,900	112,600	115,400	118,300	121,300	124,300	127,400
664	112,000	114,800	117,700	120,600	123,600	126,700	129,900
665	114,100	117,000	119,900	122,900	126,000	129,200	132,400
666	114,500	117,400	120,300	123,300	126,400	129,600	132,800
667	118,900	121,900	124,900	128,000	131,200	134,500	137,900
668	121,200	124,200	127,300	130,500	133,800	137,100	140,500
669	123,400	126,500	129,600	132,900	136,300	139,600	143,100
670	125,100	128,200	131,400	134,700	138,100	141,600	145,100
671	127,600	130,800	134,100	137,500	140,900	144,400	148,900
672	129,900	133,100	136,400	139,800	143,300	146,900	150,600
673	132,100	135,400	138,800	142,300	145,900	149,500	153,200

City of Baltimore

Salary Schedule

Effective 07/01/2010

Managerial And Professional Society FLAT SCALES

	OLD	OLD	NEW	NEW
GRADE	MINIMUM	MAXIMUN	MINIMUM	MAXIMUM
82M	67,200	67,200	68,500	68,500
87M	142,100	142,100	144,900	144,900
88M	156,000	156,000	159,100	159,100
930	36,400	56,600	37,100	57,700
932	26,500	53,000	27,000	54,100
933	33,400	61,400	34,100	62,600
934	37,200	67,100	37,900	68,400
935	39,500	54,600	40,300	55,700
937	43,300	82,900	44,200	84,600
938	44,300	81,300	45,200	82,900
940	47,900	65,700	48,900	67,000
941	48,400	83,100	49,400	84,800
943	50,200	78,000	51,200	79,600
945	52,800	78,700	53,900	80,300
946	52,800	92,000	53,900	93,800
948	54,100	97,300	55,200	99,200
949	54,200	59,600	55,300	60,800
952	61,500	89,100	62,700	90,900
953	62,100	103,500	63,300	105,600
955	72,600	100,300	74,100	102,300
957	75,700	102,900	77,200	105,000
958	75,700	119,000	77,200	121,400
959	75,700	129,800	77,200	132,400
961	77,800	96,300	79,400	98,200
963	86,500	137,200	88,200	139,900
964	90,200	109,300	92,000	111,500
966	94,400	116,700	96,300	119,000
968	110,000	200,000	112,200	204,000

ADDENDUM B: LABOR MANANGEMENT COMMITTEE MEETINGS

June 28, 2010

Anthony Polsinelli, President Managerial Professional and Society of Baltimore, Inc. 401 E. Fayette Street, Room 400 Baltimore, Maryland 21202

Re: Labor Management Committee Meetings

Dear Mr. Polsinelli:

Within thirty (30) days of the notation of this agreement by the Board of Estimates, I shall convene a labor-management committee with equal representatives from the City and MAPS. The committee shall discuss options to reduce fraud and unnecessary government costs.

Sincerely,

Deborah F. Moore-Carter Labor Commissioner

DFMC/lw-mcn/MAPS 2011-2012.doc

ADDENDUM C QUARTERLY MEETINGS

June 28, 2010

Anthony Polsinelli, President Managerial Professional and Society of Baltimore, Inc. 401 E. Fayette Street, Room 400 Baltimore, Maryland 21202

Re: Quarterly Meetings

Dear Mr. Polsinelli:

I will schedule quarterly meetings with the MAPS to provide information regarding City policies, procedures, actions, events and other matters. These meetings shall be held prior to the quarterly membership meetings. The president will provide the schedule for the MAPS membership meetings.

Sincerely,

Deborah F. Moore-Carter Labor Commissioner

DFMC/lw-mcn/MAPS 2011-2012.doc

cc: Sophie Dagenais

Kimberly C. Washington

ADDENDUM D
FURLOUGH AND TEMPORARY SALARY REDUCTION PLAN

June 28, 2010

Anthony Polsinelli, President Managerial Professional and Society of Baltimore, Inc. 401 E. Fayette Street, Room 400 Baltimore, Maryland 21202

Re: Furlough and Temporary Salary and Reduction Plan

Dear Mr. Polsinelli:

The Furlough and Temporary Salary Reduction Plan shall be in effect for FY 2011. The pay reduction amount will be taken in equal amounts over 23 pay periods. The reduction of pay will be taken as an adjustment to gross pay and will not reduce the employee's current salary or hourly rate. Therefore, there will be no impact on retirement benefits or cash-out rates for accrued leave at termination. A copy of the Furlough and Temporary Salary Plan shall be provided to all MAPS members when it has been approved by the Board of Estimates.

Sincerely,

Deborah F. Moore-Carter Labor Commissioner

DFMC/lw-mcn/MAPS 2011-2012.doc

cc: Sophie Dagenais

Kimberly C. Washington